



# APPVION

September 18, 2017

**Via Email:** [bwtdwering@dwd.wisconsin.gov](mailto:bwtdwering@dwd.wisconsin.gov)  
and

**Certified Mail, Return Receipt Requested**

State Dislocated Workers Unit  
Employment and Training Policy Division  
Department of Workforce Development  
P. O. Box 7972  
Madison, WI 53707



**Re: Appvion, Inc.**

Appvion, Inc. will be permanently terminating its operation of both the Distribution Center (APDC), located at 115 Kensington Drive in Appleton, Wisconsin 54915 as well as the Basestock Warehouse (EWR), located at 3000 Warehouse Road in Appleton, Wisconsin 54915. The work performed at both facilities will be subcontracted to another company and will no longer be done by Appvion employees. The effective date of the termination of these operations will be October 15, 2017 for EWR and November 5, 2017 for APDC. It is expected that a total of 30 permanent separations will occur, with the first occurring on November 19, 2017.

Some of the affected employees are represented by the United Steelworkers Local Union 2-0469. We have provided notification of these separations to the employees currently holding the affected jobs, to the 30 least senior employees in the bargaining unit subject to possible bumping, as well as to the Union's chief elected officer: Joseph J. Brown, USW Local 2-0469, Appvion, Inc. Appleton Plant, 825 E. Wisconsin Avenue, Appleton, WI 54911. Under the existing collective bargaining agreement, there are bumping rights for these affected employees. Please note that due to these bumping rights, it is impossible to predict with certainty which represented employees will ultimately be affected or the exact order in which individual employees will be separated. Ultimately, we anticipate that approximately 30 represented employees will be subject to permanent layoff.

Other affected employees, generally salaried supervisory / management personnel, are not represented by any union. These employees will not have any bumping rights, and we have notified these employees directly of their anticipated separation dates. We anticipate that 4 salaried employees will be subject to layoff upon this termination beginning October 15, 2017, but they will be made whole through the 60 day notice period.

I have enclosed a list of the job titles and the number of employees in each job classification affected by the termination of EWR and APDC operations, as well as the anticipated job loss window.



# APPVION

All laid-off employees will be paid all earned wages and agreed-upon fringe benefits upon layoff.

For further information regarding this matter, please contact me at (920) 991-8805.

Sincerely,



Bob Pagel

Director – Safety and Labor Relations

cc: Honorable Timothy M. Hanna  
Mayor, City of Appleton  
100 N. Appleton St  
Appleton, WI 54911  
and  
via email [mayor@appleton.org](mailto:mayor@appleton.org)

**Unrepresented Employees Affected**

Separation window	Job Title	Number of Employees In the Affected Positions
November 5, 2017	D.C. Manager	1
October 15, 2017 November 5, 2017	Material Handling Supervisor	2
November 5, 2017	Shipping Clerk	1

**Represented Employees Affected**

Date of Separation (14-day window)	Job Title	Number of Employees In the Affected Positions
November 19, 2017	Semi Driver	12
November 19, 2017	Working Lead	2
November 19, 2017	Warehouser/Spotter	13
November 19, 2017	Loader	13
November 19, 2017	Loader/Lead	1
November 19, 2017	Locator	3
November 19, 2017	Locator/Lead	2
November 19, 2017	Warehouseman	9
November 19, 2017	Warehouseman/Lead	2